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ABSTRACT

Intended for use by cooperative education program coordinators, this module deals with the ways in which legislation governing unemployment insurance pertains to vocational cooperative education programs. Two pieces of legislation--the Michigan Employment Security Act (P.A. 1936, as amended), and the Federal/State Extended Unemployment Compensation Act of 1970--are covered. Designed to be a self-paced instructional package, the module contains a pre-test, answer key, scoring instructions, a reinforcement exercise, case studies with appropriate answers, and additional agency and printed resources. (MN)

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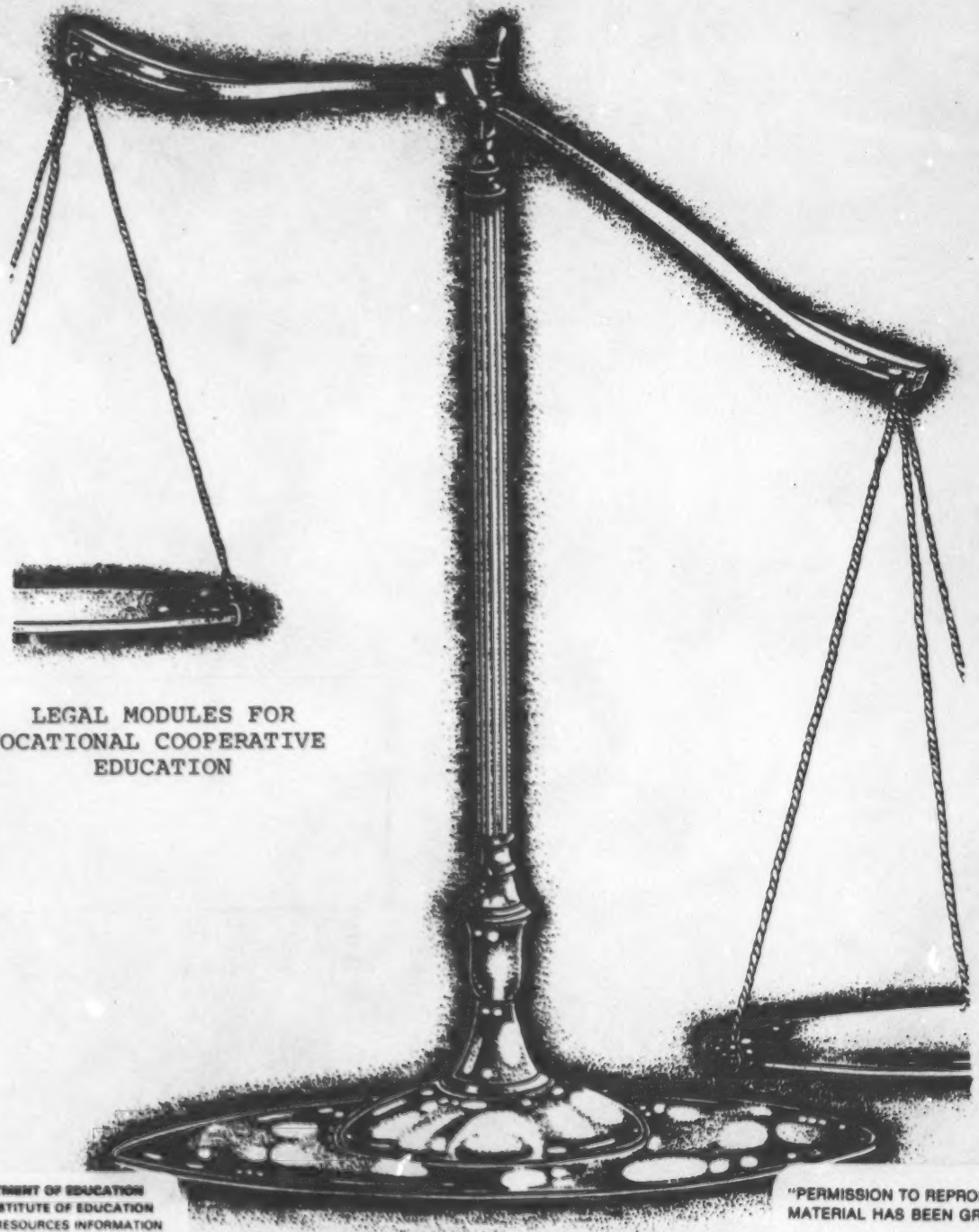
UNEMPLOYMENT INSURANCE

MICHIGAN EMPLOYMENT SECURITY ACT, P.A. 1936, AS AMENDED

FEDERAL/STATE EXTENDED UNEMPLOYMENT COMPENSATION ACT OF 1970



LEGAL MODULES FOR
VOCATIONAL COOPERATIVE
EDUCATION

CE 034 168

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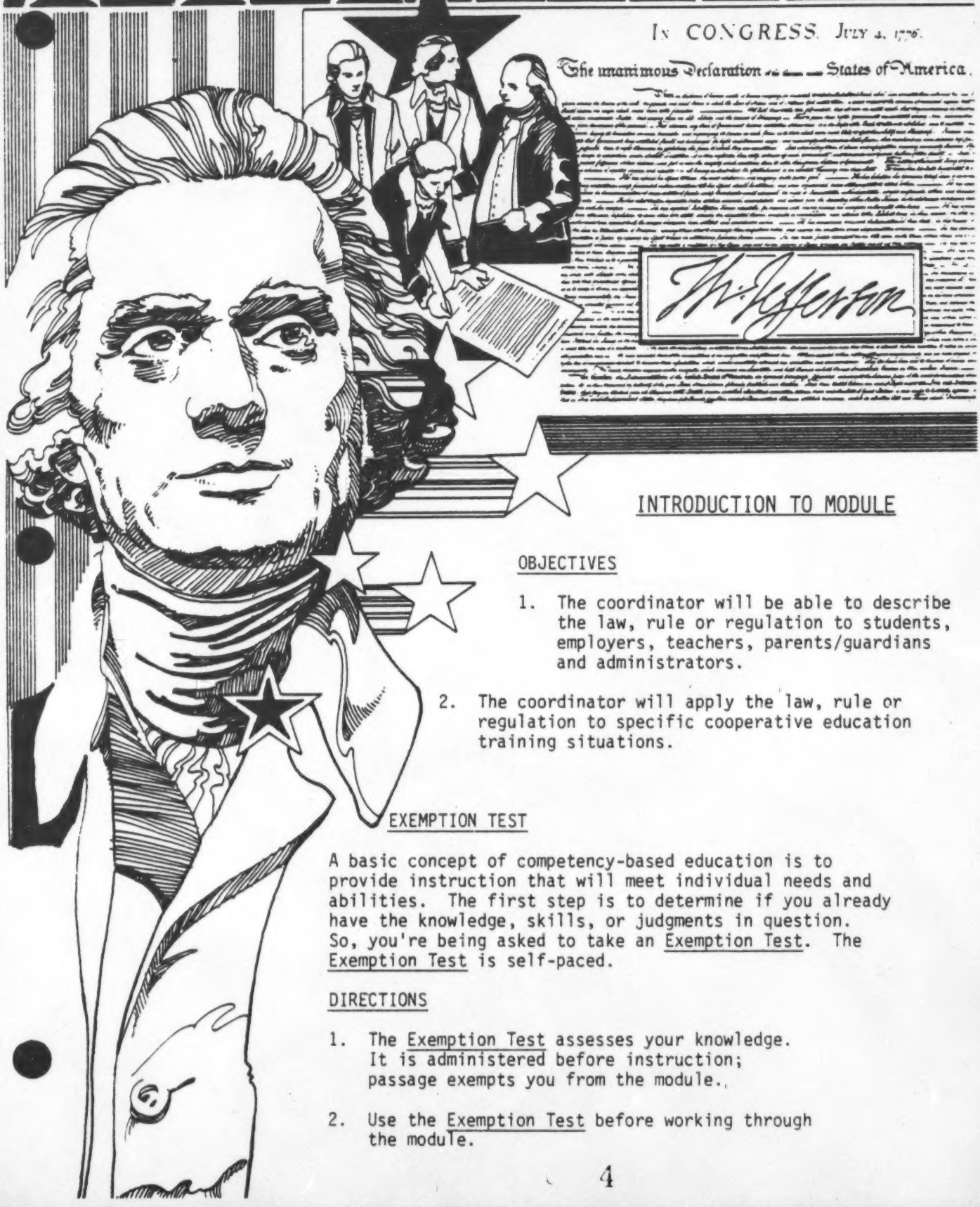
NOTE: This Module is not intended to serve as an in-depth or legally definitive analysis concerning the law, rule or regulation discussed. It does, however, represent an overview and an administrative opinion of the writers and may be subject to change or further clarification.



INTRODUCTION TO MODULE

OBJECTIVES

1. The coordinator will be able to describe the law, rule or regulation to students, employers, teachers, parents/guardians and administrators.

2. The coordinator will apply the law, rule or regulation to specific cooperative education training situations.

EXEMPTION TEST

A basic concept of competency-based education is to provide instruction that will meet individual needs and abilities. The first step is to determine if you already have the knowledge, skills, or judgments in question. So, you're being asked to take an Exemption Test. The Exemption Test is self-paced.

DIRECTIONS

1. The Exemption Test assesses your knowledge. It is administered before instruction; passage exempts you from the module.

2. Use the Exemption Test before working through the module.

EXEMPTION TEST

Directions: Read the statements below and mark with an (X) those statements which are true in reference to the Unemployment Laws.

____1. Unemployment insurance is a Federal-State cooperative program which pays benefits to qualified workers who are unemployed and looking for work.

____2. Unemployment insurance protection was most recently extended to include state and local workers, certain workers in agriculture (including migrant workers), certain domestic household employees, federal employees and ex-military personnel.

____3. Claims for unemployment compensation are made at the local Michigan Employment Security Commission Office.

____4. The eligibility criteria of: ability to work, availability for work, actively seeking work, registering for work with the Job Service Division, being underemployed or unemployed and reporting on appointment must be met by cooperative education student-learners before they are eligible to collect unemployment compensation benefits.

____5. Each state has its own laws for unemployment insurance and is responsible for determining who is eligible for unemployment compensation benefits, how much a recipient would receive, and for how long.

____6. In most employment situations under the present Federal-State of Michigan Unemployment Insurance legislation, cooperative education student-learners are ineligible for services and are excluded from coverage under the Unemployment Compensation Law.

EXEMPTION TEST

____7. A cooperative education student-learner who is fired from the job for misconduct can qualify for unemployment compensation benefits.

____8. Technical answers about unemployment compensation benefits from cooperative education student-learners are the responsibility of the coordinator.

____9. In the State of Michigan, unemployment compensation benefits are paid for by taxes on employers, except in the case of extended benefits.

____10. The Federal Section 3.306 (c) (10) (B) & (C) of the Internal Revenue Act of 1954 provides employers an unemployment tax exemption for students enrolled in cooperative education programs.

ANSWER KEY

THE CORRECT ANSWERS FOR THE UNEMPLOYMENT COMPENSATION LAWS ARE AS FOLLOWS:

_____1. True

_____2. True

_____3. True

_____4. True

_____5. True

_____6. True

_____7. False. A person who is dismissed because of misconduct on-the-job is disqualified for unemployment compensation benefits, but may be able to requalify.

_____8. False. While you may wish to consult with the coordinator, it is the responsibility of Michigan Employment Security Commission to determine a claimant's right to unemployment insurance benefits.

_____9. True

_____10. True

SCORING INSTRUCTIONS

9-10 Correct.....	You know the Unemployment Compensation Acts.
8 Correct.....	You have excellent knowledge about the Unemployment Compensation Acts, but you may want to read the next section; Acquiring Knowledge About the Unemployment Compensation Acts.
7 Correct.....	You did fairly well; you should read more about Unemployment Compensation.
1-6 Correct.....	Read on, you must learn more about the Unemployment Compensation Acts.

REINFORCEMENT EXERCISE

DIRECTIONS: Read and answer the question and compare your answer with the response given on the left hand margin. Place a blank sheet of paper over the left hand margin. Good luck.

ACQUIRING KNOWLEDGE ABOUT UNEMPLOYMENT COMPENSATION LAWS

ANSWERS

C 1. Unemployment Insurance is?

A. A Federal Program
B. A State of Michigan Program
C. A Federal-State cooperative program

A 2. Unemployment insurance pays benefits to qualified workers who are unemployed and looking for work. These benefits are?

A. Paid as a matter of right
B. Paid according to need

D 3. The limited cash payment provided by unemployment insurance?

A. Helps unemployed workers to maintain their standard of living
B. Provides unemployed workers with the time needed to find another job at which they can use their present skills and experience
C. Assists unemployed workers in finding jobs through the Job Service Division of MESC
D. All of the above

D 4. In 1980, what percent of wage and salary jobs were covered by unemployment insurance?

A. Ninety-nine percent
B. Ninety-seven percent
C. Ninety-five percent
D. Eighty-six percent
E. Eighty percent

ANSWERS

G

5. Unemployment insurance protection was most recently extended to?

   A. Retailers
   B. State and local government workers
   C. Certain workers in agriculture
   D. Migrant workers
   E. Certain domestic household employees
   F. All of the above
   G. B, C, D, E

C

6. Workers whose services are covered must work how many weeks within the previous 52 week period to establish an unemployment claim?

   A. 14 weeks
   B. 16 weeks
   C. 18 weeks

D

7. Any worker who is collecting benefits must be?

   A. Able to work
   B. Available for work at any time when that work is being performed
   C. Actively seeking work
   D. All of the above

A

8. The general aim of unemployment compensation is to give the unemployed worker?

   A. About 70 percent of after tax earnings, up to the maximum amount allowed by law
   B. About 50 percent of after tax earnings
   C. About 25 percent of after tax earnings

A

9. Does the State of Michigan have a maximum weekly benefit?

   A. Yes
   B. No

ACQUIRING KNOWLEDGE ABOUT EMPLOYMENT COMPENSATION LAWS

ANSWERS

C

10. It generally takes how long after completion of the first compensable week of unemployment before a check is received?

    A. 1 week
    B. 2 weeks
    C. 2 to 3 weeks

C

11. A cooperative education student-learner files a fraudulent claim. This student-learner is subject?

    A. To administrative penalties
    B. To criminal penalties
    C. To administrative and criminal penalties

E

12. For which of the following reasons can a cooperative education student-learner be disqualified from receiving unemployment compensation benefits?

    A. Voluntarily leaving work without good cause attributable to the employer
    B. Being fired for misconduct in connection with work
    C. Refusal of suitable work without good cause
    D. Unemployment caused by a labor dispute
    E. All of the above
    F. None of the above

E

13. Unemployment insurance benefits are paid for by the?

    A. Federal Government
    B. State Government
    C. Federal/State Government
    D. Employer
    E. A and D

ANSWERS

C

14. The cooperative education coordinator?

    A. Is responsible for answering student-learner questions about unemployment
    B. Is required to have a full understanding of the Michigan Unemployment Compensation Program
    C. Should refer all questions about unemployment to the local MESC Office

A

15. Federal Section 3.306(c) (10) (B) and (C) of the Internal Revenue Act of 1954 provides?

    A. For unemployment tax exemption of students engaged in cooperative education
    B. For the method of taxing employers for unemployment compensation

You be the judge...

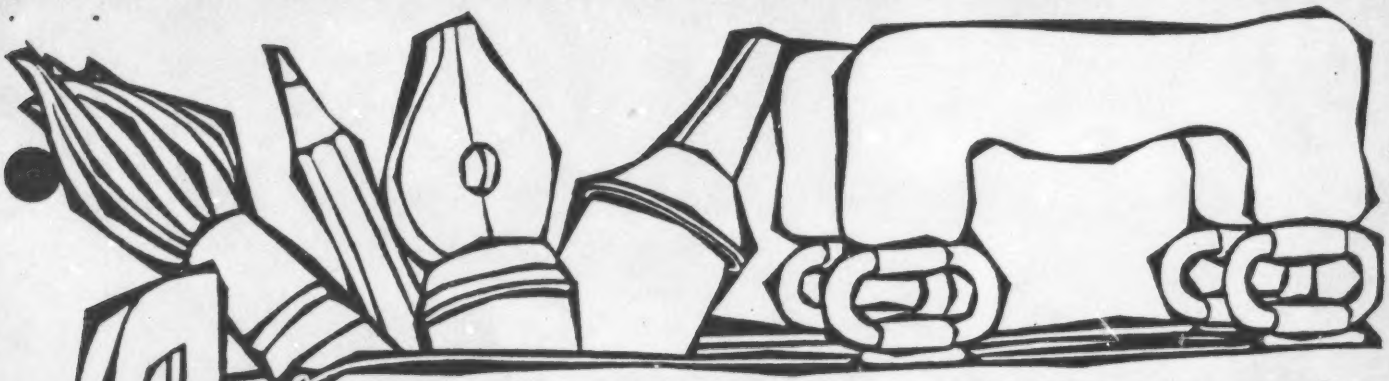
CASE STUDIES

1. Jerry Olson, a cooperative education student-learner in an agriculture co-op program, was placed in May. Jerry worked in this cooperative education training station throughout the summer and during the school year on a part-time basis. In January, business decreases and the employer lays off all part-time workers, including Jerry. Jerry has worked more than 18 weeks and he wants to apply for unemployment compensation. Jerry asks you if he would qualify?
   Dick Bunce, Van Buren Skills Center

2. Bill Koch, an office education cooperative education student-learner, worked since September at a training station for 15 hours each week. In May, Bill became 18. The employer informed Bill that he would be laid off on his birthday. Is Bill eligible for unemployment compensation?
   Gordon Smith, Alma

3. Mary Custer, a marketing and distributive education cooperative education student-learner, obtains a job at a party store. To get this job she lies about her age. Mary is discharged by the employer. Immediately Mary applies for unemployment compensation. The employer contacts the coordinator for advice. What would you tell this employer?
   James Donofrio/Nancy Butros, Clintondale High School

4. At an advisory committee meeting for your co-op program, two of your employers are in a heated argument. Jerry Bodini, one of your employers insists that you must pay state and federal contributions to unemployment compensation. Yvonne Ramirez, another employer, insists that employers are exempt from contributions to unemployment compensation if the students are enrolled in co-op. Which employer is correct?
   Jack Humbert/Carl Woloszyk



We've got the right tools

BRIEFCASE STUDY ANSWERS

1. Because Jerry is a cooperative education student-learner he probably would not be eligible for unemployment compensation, although he has worked the required time to qualify. Special cases such as the case of Jerry Olson should be referred to the Michigan Employment Security Commission.

* * * * * *

2. Age is not a qualification for unemployment compensation. Bill would probably not be eligible for unemployment compensation because he must be able to work, available for work at any time and actively seeking work. Special cases such as the case of Bill Koch should be referred to the Michigan Employment Security Commission.

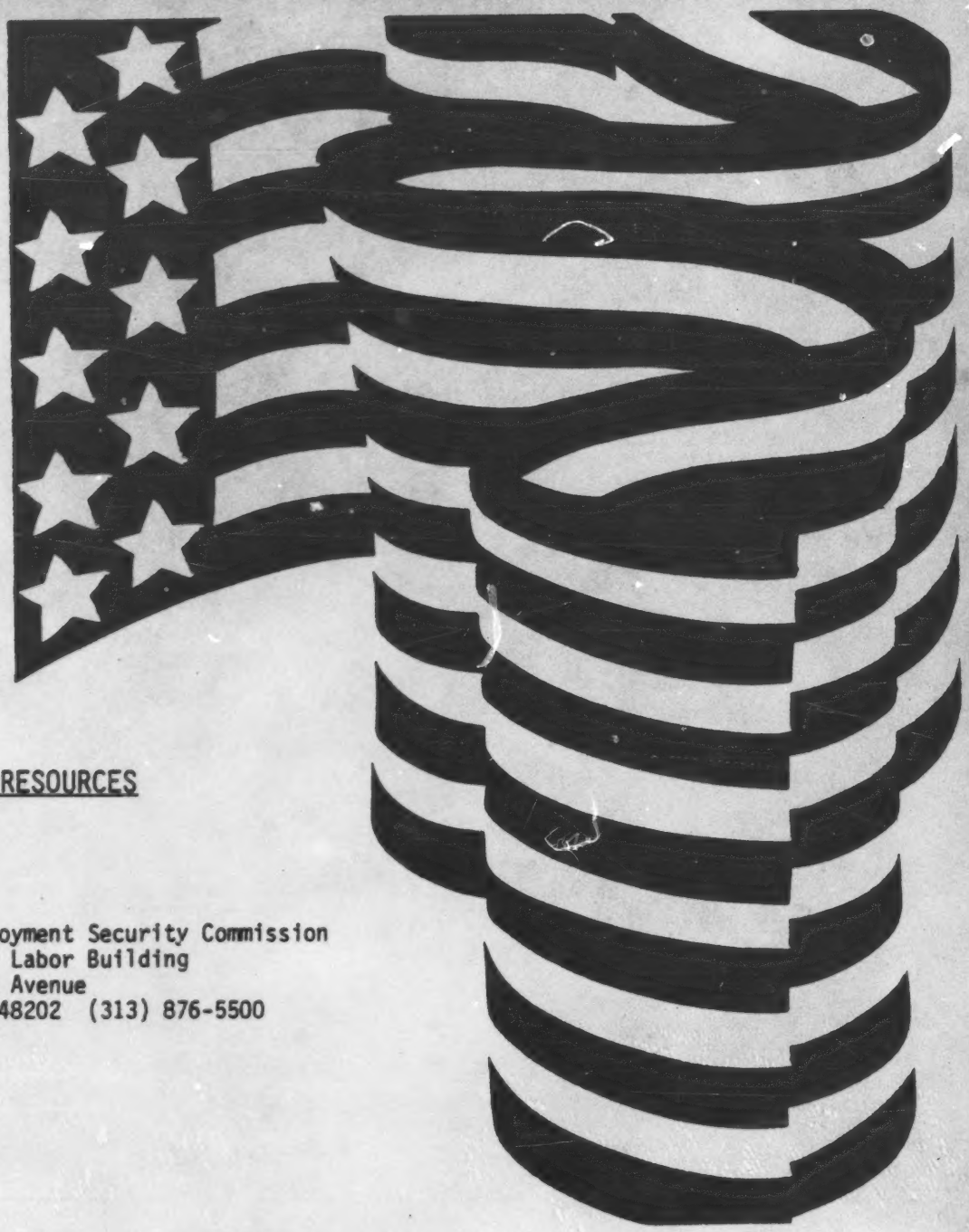
* * * * * *

3. Mary's misconduct in materially falsifying the job application disqualified her from receiving unemployment benefits.

* * * * * *

4. Yvonee Ramirez is correct. Employers are exempt from contributions to Unemployment Compensation if the students are enrolled in cooperative education.

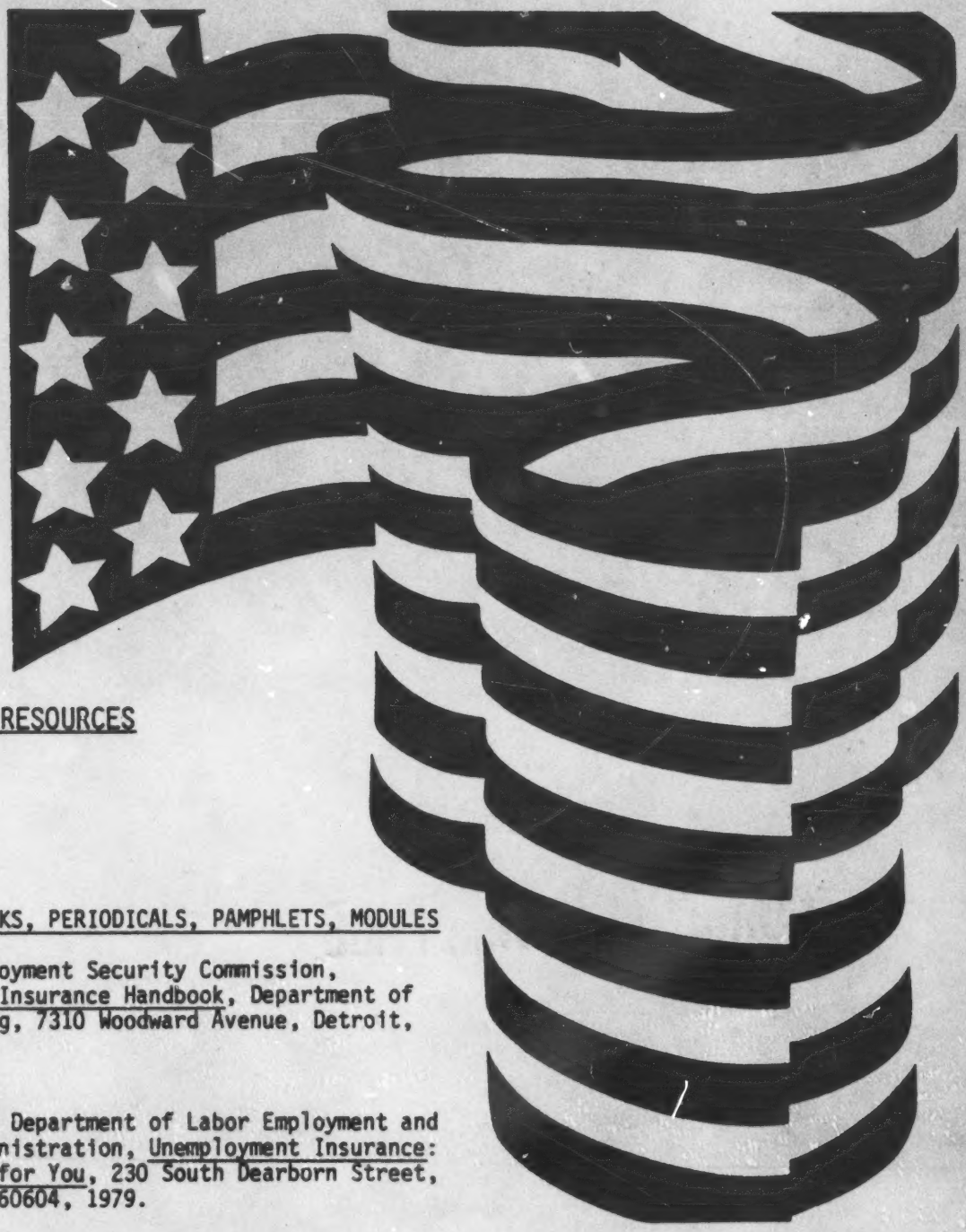
* * * * * *



ADDITIONAL RESOURCES

AGENCIES

Michigan Employment Security Commission
Department of Labor Building
7310 Woodward Avenue
Detroit, MI 48202 (313) 876-5500



ADDITIONAL RESOURCES

REFERENCE BOOKS, PERIODICALS, PAMPHLETS, MODULES

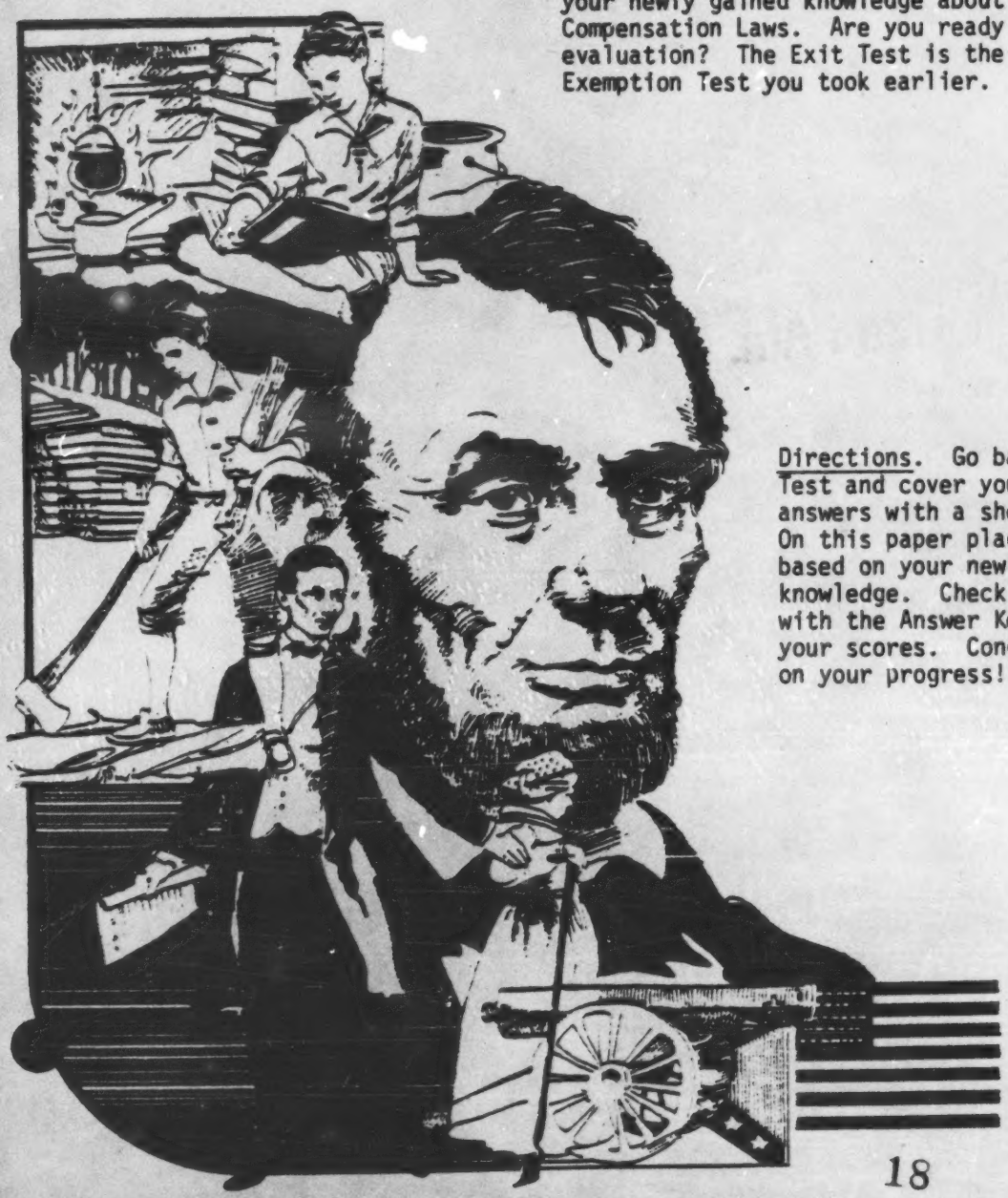
Michigan Employment Security Commission, Unemployment Insurance Handbook, Department of Labor Building, 7310 Woodward Avenue, Detroit, MI 48202

United States Department of Labor Employment and Training Administration, Unemployment Insurance: How it Works for You, 230 South Dearborn Street, Chicago, IL 60604, 1979.

EXIT TEST

UNEMPLOYMENT COMPENSATION LAWS

Exit Test. The Exit Test is administered to assess your newly gained knowledge about Unemployment Compensation Laws. Are you ready for the final evaluation? The Exit Test is the same as the Exemption Test you took earlier. Good Luck.



Directions. Go back to the Exemption Test and cover your original answers with a sheet of paper. On this paper place your answers based on your newly acquired knowledge. Check your answers with the Answer Key and compare your scores. Congratulations on your progress!

MICHIGAN STATE BOARD OF EDUCATION

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